

Human resource management practices and learning for innovation in developing countries : pharmaceutical firms in Mexico

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Human Resource Management Practices and Learning for Innovation
in Developing Countries: Pharmaceutical firms in Mexico

Fernando Santiago Rodríguez

1. Human resource management practices are a starting point for the construction of systems of innovation. Learning, as an intermediary, is both a process and a goal.
2. Learning requires strategic approaches; it all depends on contextual factors and what is to be learnt and what is to be achieved.
3. The workplace is a learning place, provided your organization is willing to let you do so.
4. The contribution of human resource management practices to a firm performance is the more evident when organizations need to think out of the box.
5. Next time somebody tells you developing countries cannot learn and innovate, think twice about it, open your mind; you will be stunned to learn how much is out there waiting to be discovered.
6. Improving innovation performance is not just about expending more but about expending more wisely; indeed it is about understanding what you are doing and why you are doing it!
7. Development is not about helping the poor; it is about creating the conditions for people to acquire capabilities to help themselves.
8. The world of science, technology and innovation would not be the same without the real world.
9. Quotes from family and friends of a PhD: (1) 'you know, now that you are gaining reputation in the world of research, I like the fact that you can still talk to us about common things!'; (2) 'forget about your mother's health, you have more important missions to fulfil!'; (3) 'my father lives on a computer screen'.
10. Markus Zuzak's 'The book thief' helps summing up the PhD process: 'I am in all truthfulness attempting to be cheerful about this whole topic, though most people find themselves hindered in believing me, no matter my protestations. Please, trust me. I most definitely can be cheerful. I can be amiable. Agreeable. Affable. And that's only the A's. Just don't ask me to be nice. Nice has nothing to do with me'.